

Position Evaluation

Classification:

Park Manager
GS-025-14

PD#

Organization:

USACE – MSC
Civil Works Management Directorate
Operations Division

1. References:

- a. OPM PCS Park Ranger Series, GS-025, Nov 85

2. Series and Title Determination:

Position serves as MSC Natural Resources Program Manager with responsibility for the coordination, administration, and management of Recreation Natural Resources, Land Management and Environmental Compliance Programs at Corps operated Civil Works Water Development projects. Position is established and classified in a professional “Interdisciplinary” capacity for assignment to the Forestry or Biological Sciences Series and in a “non-interdisciplinary” capacity as requested by management for recruitment and placement or reassignment of current incumbents with qualifying experience and training to fully perform duties of this position in a nonprofessional capacity as Park Ranger, GS-025.

3. Grade Determination:

Grade of the position is determined by comparison of duties and responsibilities with criteria as provided for the performance of work in the conservation and use of Federal park resources involving functions such as park conservation; natural, historical, and cultural resource management; and the development and operation of interpretive and recreational programs for the benefit of the visiting public as included in the Park Ranger Series, reference 1.a. above, with consideration given to the full responsibilities for Resource Management beyond Park Ranger work to include environmental protection, land management, pollution prevention, and ecosystem management. Grade levels for Park Ranger work are provided through GS-13 by application of two evaluating factors: Nature of Assignment; and Level of Responsibility. As explained in introductory material to the classification system, and in some individual series standards, (e.g. pg 7, GS-023), nonsupervisory positions above grade level provided in the standard should be evaluated by extrapolation from the criteria in the standard and the application of sound position classification judgment.

Nature of Assignment:

As provided at the highest grade provided in the standard, GS-13 Park Rangers typically perform work at organizational levels above the park level in the development of programs of broad scope with widespread impact and a high degree of complexity. Recognized as a technical expert and authority in the area of assignment, GS-13 assignments require the exercise of a high degree of judgment, resourcefulness,

leadership skills, and expert problem solving abilities. As further described, work at this level is characterized by problems of a unique nature for which typical available guidelines include basic laws, conservation and use principles, and agency and fundamental park management philosophies. GS-13 Rangers (a) assert technical leadership and provide staff coordination, review, and consultation on basic issues in assigned functions; (b) determine the need for, initiate, and/or recommend policies, program procedures, and standards to be used as guides by park managers, rangers, contractors, concessionaires, lessees, and others in a variety of situations; (c) review operating programs for quality and effectiveness; and (d) develop a variety of original plans, concepts, systems, and programs which involve significant departures from current practices, are highly controversial, and embody numerous complex variables.

Nature of assignment of the first illustrative assignment included in the standard, pg 24, provides for a position serving as functional leader or program chief in an office in charge of a major phase of an agency's park program such as the interpretative program including the establishment of program priorities, directing the development of guidelines, providing advice and guidance to various parks, and conducting field trips to evaluate interpretative operations of these parks.

Subject position, at MSC (regional) level with staff responsibility for the full range of Park Ranger responsibilities, i.e. (Interpretative, Visitor Protection and Services, and Resource Management), would reasonably be considered equivalent to an assignment at agency level as described at GS-13 in only one program area. Responsibilities of the position with sufficient experience and training beyond the functional responsibility as Park Ranger, as related above, to include the full complement of the MSC's Natural Resource Program, (i.e. additional responsibilities for environmental protection, land management, pollution prevention, and ecosystem management), as described and supported in a professional interdisciplinary capacity, is considered to fully support grade assignment of the position at GS-14.

Level of Responsibility:

Considering the same rationale as applied to nature of assignment, level of responsibility of subject position is substantially comparable to that provided at GS-13, pg 25, in the sole capacity as Park Ranger, (i.e. considered as an authority in area of responsibility, recommendations accepted as the best available technical solutions, and review of work in terms of broad policy and administrative controls). Extended program responsibilities, as described, with independent responsibility, under general administrative direction, for meeting program objectives is considered to justify level of responsibility at GS-14.

4. Conclusion:

As provided above, the position is considered to warrant classification as: Park Manager, GS-025-14.